



# 2004-2014 Career Grades

*Navigating Missouri's Top Jobs*



October 2007

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## *Navigating Missouri's Top Jobs*

With over 800 occupations to consider, choosing a career can be challenging. Missouri Career Grades are a tool to help compare the future outlook of these occupations. To make the comparisons easier, the Missouri Career Grades report assigns letter grades to various occupations within the state based on each occupation's outlook over the next decade. For example, occupations in the Grade A category have the best outlook while Grade F jobs have the worst outlook. Grades are based on a combination of job openings, percent growth and the average wages of an occupation.

For each of these three factors, an occupation's projected performance is compared to the average for the state or region being analyzed. The degree to which an occupation is above or below the average for the three factors is used to determine its grade. For example, an occupation that has a well-above average number of openings, a well-above average growth rate, and a well-above average wage would be assigned an A+, while an occupation with a slightly below average number of openings, an average growth rate, and a well-above average wage would score a B-.

Career Grades are available for Missouri and the state's 10 Workforce Investment Areas (WIAs). Grades assigned in each region are determined by comparing only the occupations within that region. Due to regional differences in economic makeup across the state, it is possible that an occupation can have a good outlook (and high grade) in one region, but have a poor outlook (and low grade) in another.

Career Grades can assist students, job seekers, displaced workers, educators, and workforce professionals in choosing which careers have the best outlook in terms of having good growth, a large number of annual openings, and offer an above average salary for job seekers.

This report highlights occupations within each grade category in Missouri and those with the best outlook for every region of the state. To further assist with the career exploration process, occupations are grouped by the education and training levels typically associated with those occupations.

## *Education, Training and Experience*

The education and experience categories describe the most significant level of postsecondary education or training for a particular occupation based on national trends.. While many occupations could be pursued with various levels of education or training, these groupings identify typical requirements and provide an additional source of information for a career-seeker.

### *Now*

#### ***Short/Moderate-Term On-the-Job Training***

Occupations generally requiring short-term on-the-job training are those for which less than 1 month of training suffices. Jobs that generally require moderate-term on-the-job training are those that assume training to last at least 1 month and no more than 12 months.

### *Next*

#### ***Long-Term On-the-Job Training/Work Experience in a Related Occupation***

Occupations requiring long-term on-the-job training are those for which more than one year of training is needed. Jobs that generally require work experience in a work-related occupation are assumed to require a level of skills and experience higher than that of jobs requiring long-term on-the-job training.

#### ***Associate's Degree/Vocational Education***

Occupations requiring vocational education are those for which at least a few weeks or more than a year of vocational education is needed. Occupations that generally require the completion of an associate's degree program usually require at least 2 years of full-time academic study.

### *Later*

#### ***Bachelor's Degree/Work Experience***

Occupations that require completion of a bachelor's degree program usually require 4 or 5 years of full-time academic work. Jobs may also require work experience in addition to a bachelor's degree or higher.

#### ***Master's/Doctoral/Professional Degree***

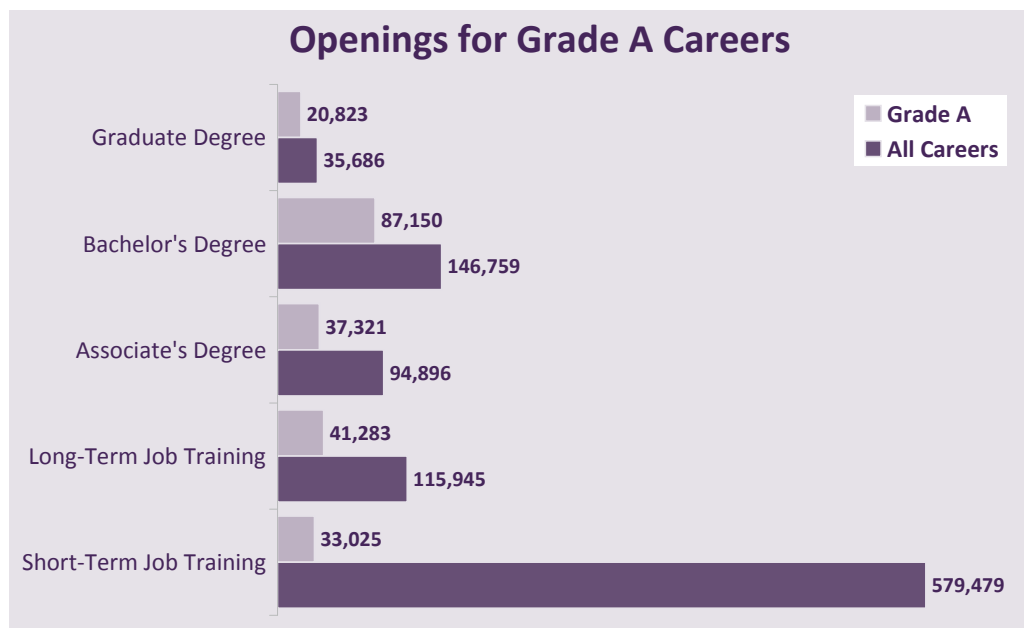
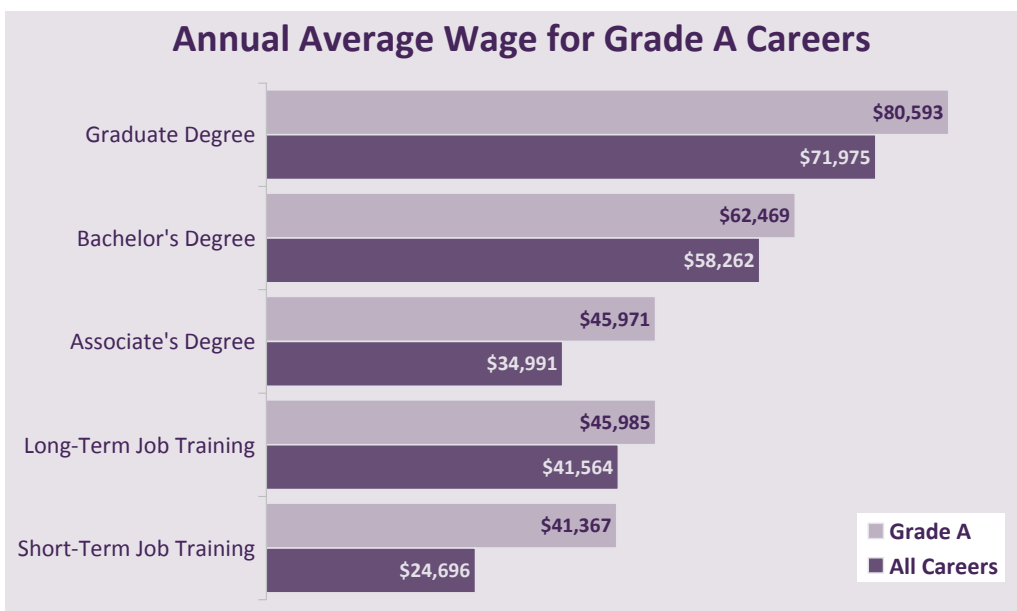
Occupations that require the completion of a master's degree program usually need 1 to 2 years of full-time equivalent study beyond a bachelor's degree whereas a doctoral degree program usually requires at least 3 years of academic work beyond a bachelor's degree. A professional degree usually requires at least 6 years of academic study.

# Grade A Careers

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the state. Nearly 612,000 Missourians were employed in these in 2004, making up 21 percent of the state's employment. Grade A careers earn higher than average wages regardless of required education and training, with an average of \$55,088 in 2004 compared to the statewide average of \$34,870.

Grade A occupations that typically require education and training of a bachelor's degree or graduate degree average even higher wages.

In the next ten years, employment in Grade A occupations is projected to increase by 16.4 percent, nearly twice the state's average growth rate of 8.5 percent.



Openings in Grade A careers are projected to top 219,000 by 2014, providing employment opportunities for many Missourians. Of all Grade A openings, two-thirds will require education and training beyond high school, with nearly 40 percent requiring a bachelor's degree, 17 percent an associate's or vocational degree, and 10 percent a graduate degree.

# *Top Grade A Occupations*

Now	Openings	Average Wage
Customer Service Representatives	12,406	\$29,050
Sales Representatives, Wholesale and Manufacturing	10,690	\$53,220
Operating Engineers and Other Construction Equip. Operators	3,481	\$40,550
Sales Representatives, Technical and Scientific Products	3,046	\$63,690
Painters, Construction and Maintenance	2,655	\$37,150

Next	Openings	Average Wage
Registered Nurses	23,189	\$49,690
Carpenters	10,493	\$41,520
Licensed Practical and Licensed Vocational Nurses	5,784	\$30,910
Police and Sheriff's Patrol Officers	5,400	\$38,380
Electricians	3,918	\$50,250

Later	Openings	Average Wage
Elementary School Teachers, Except Special Education	10,997	\$36,330
Secondary School Teachers, Except Special and Vocational Edu.	9,248	\$39,510
General and Operations Managers	8,847	\$87,900
Accountants and Auditors	7,427	\$54,430
Computer Software Engineers, Applications	4,888	\$73,690

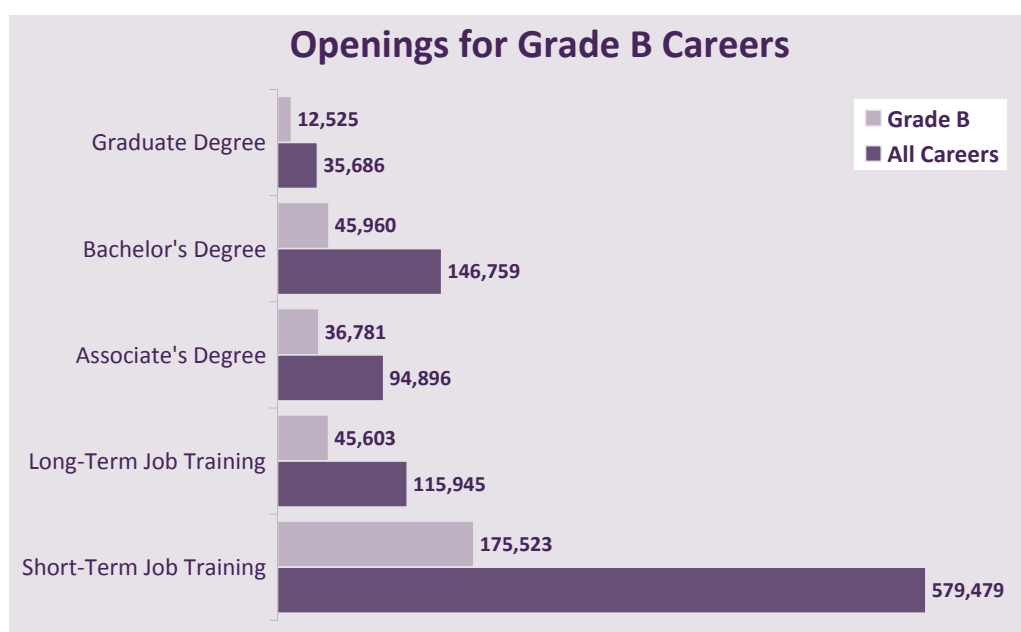
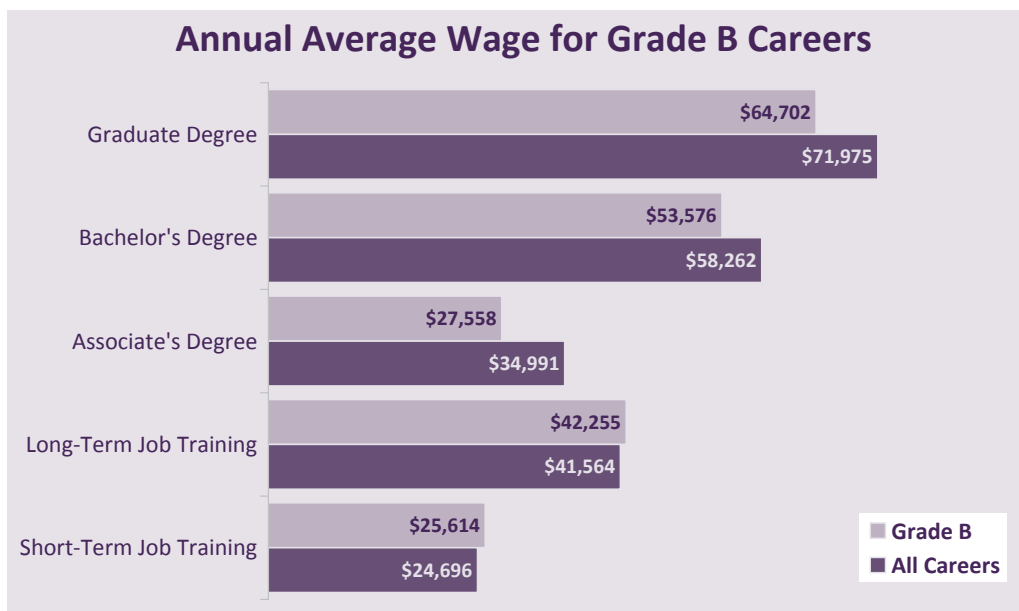


# Grade B Careers

Grade B careers have a good outlook compared to all occupations in the state. There were over 917,000 Missouri workers in 2004 that were employed in Grade B careers, making up nearly 32 percent of employment statewide. Overall, Grade B careers pay slightly higher wages than the state average, with the Grade B careers paying an average of \$34,960 compared to \$34,870 for all occupations.

In the next ten years, employment in Grade B occupations is projected to increase by 12.9 percent, faster than the state's average growth rate of 8.5 percent.

Grade B careers are projected to have more openings from 2004 to 2014 than any other grade category, with 316,000 projected openings in these careers.



Of all Grade B openings in Missouri, nearly 70 percent will require either short- or long-term on-the-job training, while 14 percent will require a bachelor's degree, 12 percent an associate's degree or vocational training, and only four percent will require a graduate degree.

# Top Grade B Occupations

Now	Openings	Average Wage
Retail Salespersons	46,653	\$23,180
Janitors and Cleaners	15,467	\$19,050
Truck Drivers, Heavy and Tractor-Trailer	10,267	\$36,260
Maintenance and Repair Workers, General	8,896	\$32,260
Painters, Construction and Maintenance	2,655	\$37,150

Next	Openings	Average Wage
Nursing Aides, Orderlies, and Attendants	13,130	\$19,320
Cooks, Restaurant	7,461	\$19,400
Automotive Service Technicians and Mechanics	6,696	\$33,310
First-Line Supervisors of Office and Admin. Support Workers	5,666	\$42,790
First-Line Supervisors of Food Prep. and Serving Workers	5,513	\$28,290

Later	Openings	Average Wage
Insurance Sales Agents	4,767	\$59,950
Teachers and Instructors, All Other	4,547	\$23,250
Middle School Teachers, Except Special and Vocational Edu.	3,735	\$39,670
Child, Family, and School Social Workers	1,844	\$31,820
Management Analysts	1,773	\$64,820

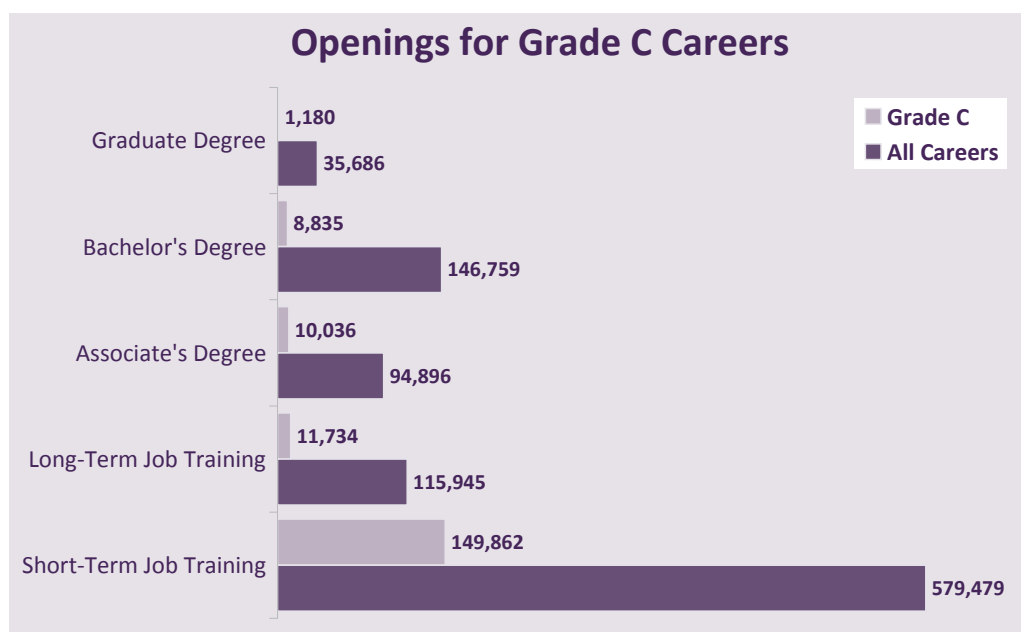
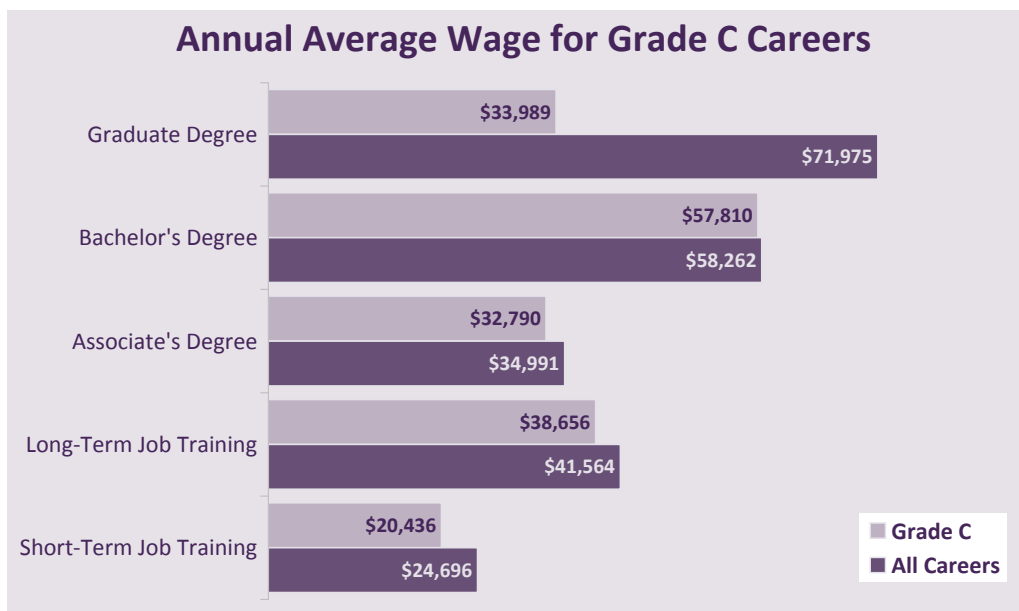


# Grade C Careers

Grade C careers have average growth and pay lower than average salaries compared to all occupations in the state. Nearly 454,000 Missourians were employed in these occupations in 2004, making up 16 percent of the state's employment. Grade C careers earn lower than average wages, with an average of \$25,879 in 2004 compared to the statewide average of \$34,870.

However, Grade C occupations that typically require education and training of a bachelor's degree or graduate degree earn wages close to the state average for occupations with similar requirements.

In the next ten years, employment in Grade C occupations is projected to increase by 8.9 percent, inline with the state's average growth rate of 8.5 percent.



Openings in Grade C careers in Missouri are projected to total more than 181,000 by 2014. Of all Grade C openings, 82 percent will require short-term on-the-job training and 6 percent long-term on-the-job training. Very few will require higher education, with only 10 percent requiring a bachelor's degree or an associate's or vocational degree.

# Top Grade C Occupations

Now	Openings	Average Wage
Waiters and Waitresses	32,533	\$14,770
Combined Food Prep. and Serving Workers, Including Fast Food	31,834	\$15,020
Child Care Workers	8,802	\$16,910
Counter Attendants, Cafe., Food Concession, and Coffee Shop	5,989	\$15,460
Cooks, Fast Food	5,775	\$15,220

Next	Openings	Average Wage
Welders, Cutters, Solderers, and Brazers	2,909	\$28,990
Hairdressers, Hairstylists, and Cosmetologists	2,877	\$22,290
Bus and Truck Mechanics and Diesel Engine Specialists	1,945	\$34,700
Purchasing Agents, Ex. Wholesale, Retail, and Farm Products	1,576	\$46,740
First-Line Supervisors/Managers of Personal Service Workers	1,164	\$29,970

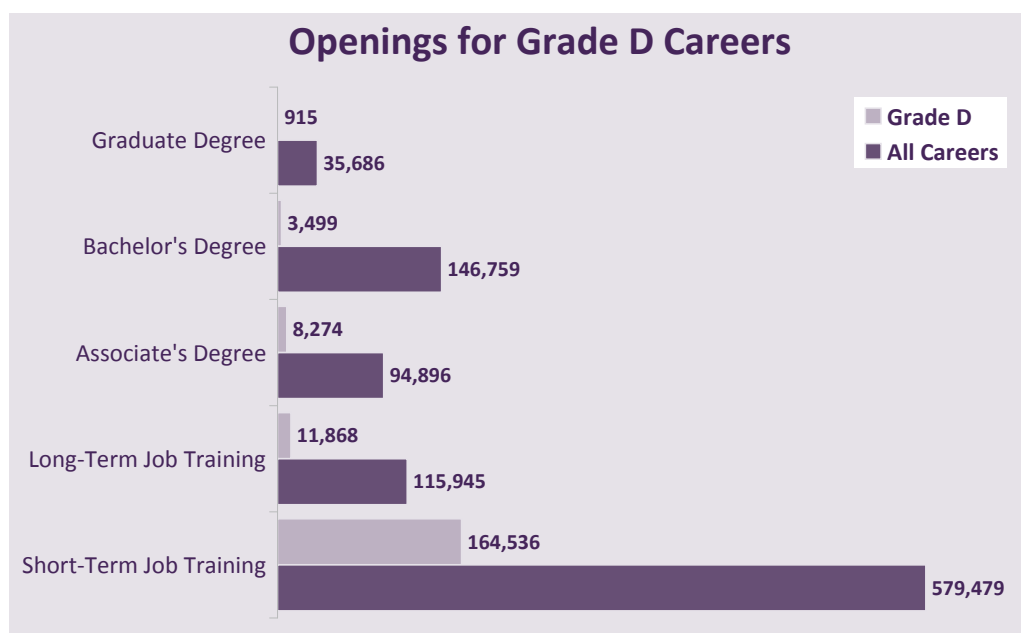
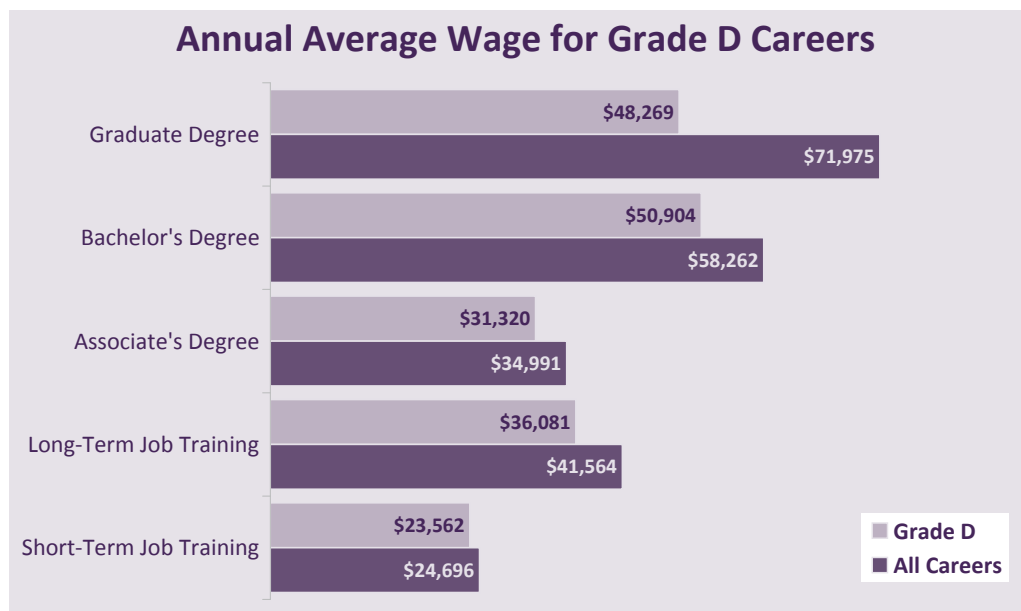
Later	Openings	Average Wage
Computer Programmers	2,366	\$59,830
Graphic Designers	926	\$38,810
Rehabilitation Counselors	887	\$30,020
Editors	718	\$50,650
Probation Officers and Correctional Treatment Specialists	600	\$31,500

# Grade D Careers

Grade D careers have below average growth and pay lower than average salaries compared to all occupations in the state. Nearly 631,000 Missourians were employed in these occupations in 2004, making up 22 percent of the state's employment. Grade D careers had an average annual wage of \$25,583 in 2004 compared to the statewide average of \$34,870.

In the next ten years, employment in Grade D occupations is projected to increase by 1.2 percent, much slower than the state's average growth rate of 8.5 percent.

Openings in Grade D careers in Missouri are projected to total more than 189,000 by 2014.



Of all Grade D openings in Missouri, 82 percent will require short-term on-the-job training and 6 percent long-term on-the-job training. Very few will require higher education, with less than seven percent requiring an associate's or vocational degree or higher.

# Top Grade D Occupations

Now	Openings	Average Wage
Cashiers	37,861	\$16,660
Office Clerks, General	22,157	\$22,710
Laborers and Freight, Stock, and Material Movers, Hand	14,536	\$22,770
Team Assemblers	11,873	\$28,380
Stock Clerks and Order Fillers	10,632	\$21,330

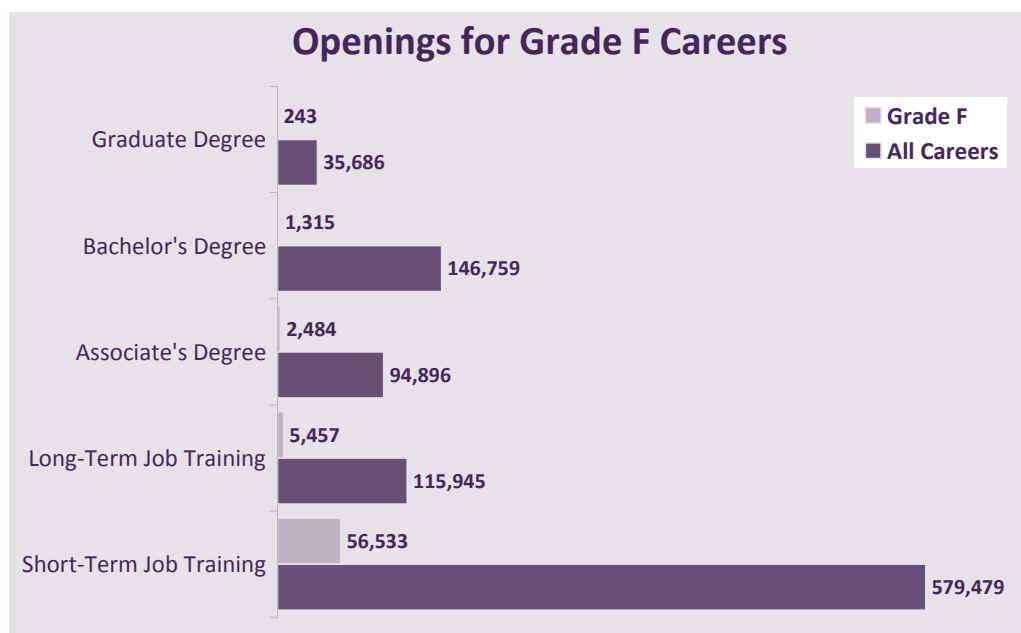
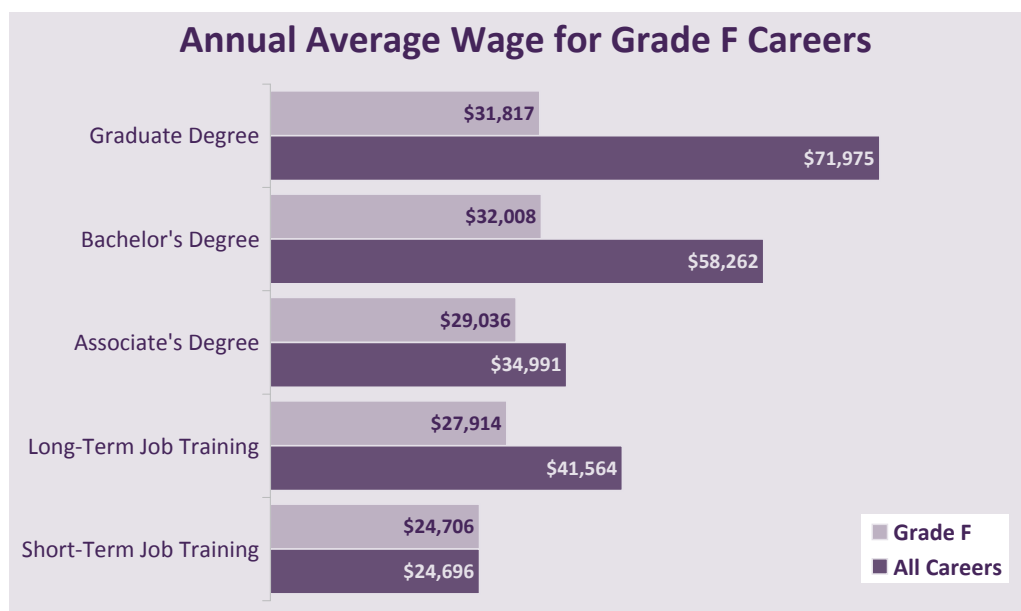
Next	Openings	Average Wage
Medical Secretaries	1,947	\$26,130
Machinists	1,786	\$33,030
Automotive Body and Related Repairers	1,221	\$37,580
Industrial Machinery Mechanics	1,165	\$38,510
Fitness Trainers and Aerobics Instructors	1,119	\$22,330

Later	Openings	Average Wage
Legal Support Workers, All Other	413	\$39,950
Health Educators	352	\$39,600
Tax Examiners, Collectors, and Revenue Agents	317	\$44,430
Engineers, All Other	257	\$64,220
Purchasing Managers	251	\$73,530

# Grade F Careers

Grade F careers have a poor outlook with declining growth rates, few openings and lower than average wages compared to all occupations in the state. Over 263,000 Missourians were employed in these occupations in 2004, making up 9 percent of the state's employment. Grade F careers earn lower than average wages with an average of \$25,326 in 2004 compared to the statewide average of \$34,870. However, Grade F occupations that require only short-term on-the-job training earn similar to the state average for that level of training.

In the next ten years, employment in Grade F occupations is projected to decline by 79 percent, compared to the state's average growth rate of 8.5 percent.



Only 66,000 openings are projected for Grade F careers by 2014. Of all Grade D openings in Missouri, 86 percent will require short-term on-the-job training and 8 percent long-term on-the-job training. Very few will require higher education, with only six percent requiring an associate's or vocational degree or higher.

# Top Grade F Occupations

Now	Openings	Average Wage
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1,875	\$19,770
Packaging and Filling Machine Operators and Tenders	1,843	\$28,000
Data Entry Keyers	1,788	\$23,510
Telemarketers	1,751	\$22,890
Billing and Posting Clerks and Machine Operators	1,733	\$26,790

Next	Openings	Average Wage
Cabinetmakers and Bench Carpenters	1,006	\$27,380
Gaming Dealers	661	\$20,280
Butchers and Meat Cutters	630	\$25,520
Radio and Television Announcers	408	\$27,850
Computer, Automated Teller, and Office Machine Repairers	369	\$36,900

Later	Openings	Average Wage
Reporters and Correspondents	380	\$36,800
Law Clerks	267	\$28,850
Conservation Scientists	264	\$39,920
Museum Technicians and Conservators	195	\$30,730
Archivists	37	\$36,670

# 2004-2014 Career Grades Central Region

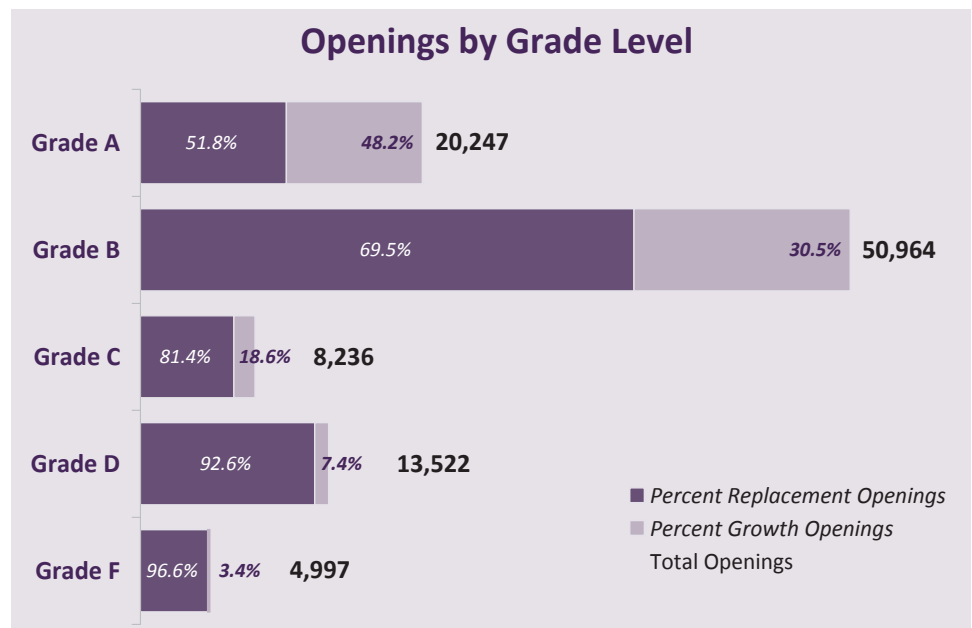
Employment in the Central Region totaled nearly 290,000 in 2004 and is projected to increase by 8.1 percent by 2014. This is just below the state average projected growth rate of 8.5 percent.

The Central Region is projected to have close to 98,000 total job openings between 2004 and 2014, with 28.6 percent classified as growth openings. Job openings are identified as “Growth” or “Replacement” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. More than 54,000 in the Central Region were employed in Grade A occupations in 2004, making up 19 percent of the region's employment. There are just over 20,000 projected Grade A openings in the Central Region, with nearly half classified as growth openings.

Grade B careers make up 49 percent of the Central Region's employment. These careers are projected to have the most openings in the region from 2004 to 2014, with 30 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for only 32 percent of employment in the Central Region. These careers have the fewest projected openings in 2004 to 2014, most of which are replacement openings.





# Good Outlook Careers

## Central Region

Now	Openings	Average Wage
Sales Reps, Whlse & Manu, Except Technical and Scientific Products	1,055	\$48,290
Customer Service Representatives	1,011	\$26,260
Maintenance and Repair Workers, General	896	\$28,940
Operating Engineers and Other Construction Equipment Operators	544	\$35,310
Highway Maintenance Workers	451	\$25,460
Cement Masons and Concrete Finishers	295	\$28,240
Dental Assistants	290	\$25,270
Sales Reps, Whlse & Manu, Technical and Scientific Products	183	\$64,920

Next	Openings	Average Wage
Registered Nurses	2,223	\$49,940
Carpenters	1,429	\$33,940
Police and Sheriff's Patrol Officers	709	\$30,560
Plumbers, Pipefitters, and Steamfitters	369	\$40,780
Electricians	296	\$38,430
Real Estate Sales Agents	269	\$66,680
Structural Iron and Steel Workers	267	\$39,750
First-Line Supervisors/Managers of Police and Detectives	241	\$50,790

Later	Openings	Average Wage
General and Operations Managers	862	\$70,280
Accountants and Auditors	598	\$44,300
Insurance Sales Agents	398	\$63,790
Computer Software Engineers, Applications	383	\$56,340
Lawyers	335	\$78,360
Business Operations Specialists, All Other	326	\$40,350
Chief Executives	274	\$111,340
Loan Officers	220	\$46,300

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# 2004-2014 Career Grades Kansas City Region

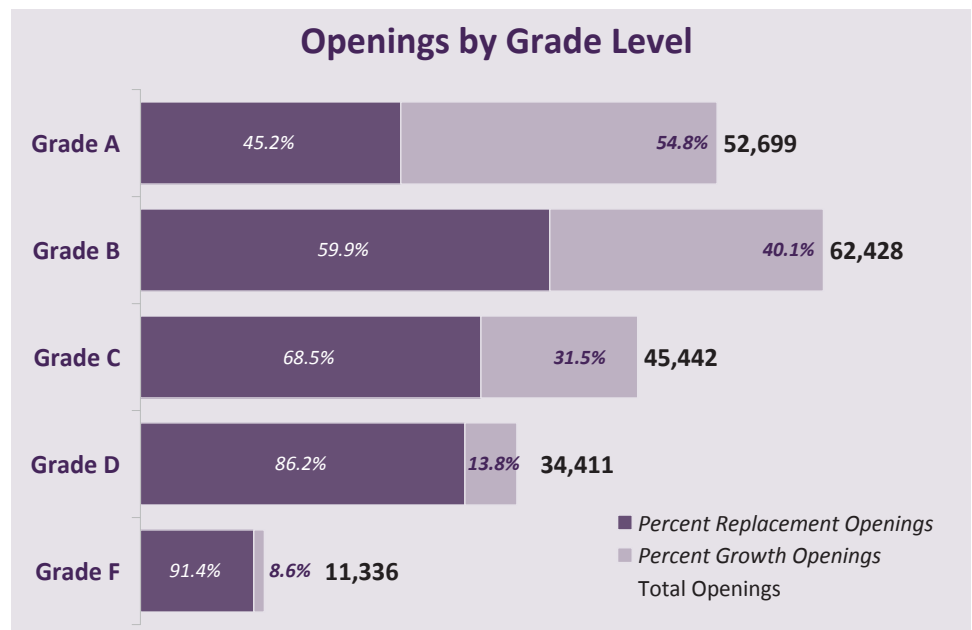
Employment in the Kansas City Region totaled more than 555,000 in 2004 and is projected to increase by 12.0 percent by 2014. This is faster than the 8.5 percent state projected growth rate.

The Kansas City Region is projected to have more than 206,000 total job openings between 2004 and 2014, with 35.9 percent classified as growth openings. Job openings are identified as "Growth" or "Replacement" openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. Nearly 127,500 in the Kansas City Region were employed in Grade A occupations in 2004, making up 23.0 percent of the region's employment. There are over 52,000 projected Grade A openings in the Kansas City Region, with nearly 55 percent classified as growth openings.

Grade B careers make up 30.5 percent of the Kansas City Region's employment. These careers are projected to have the most openings in the region from 2004 to 2014, with 40 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 46.5 percent of employment in the Kansas City Region. These careers have the fewest projected openings in 2004 to 2014, most of which are replacement openings.



# Good Outlook Careers

## Kansas City Region

Now	Openings	Average Wage
Sales Reps, Whlse & Manu, Except Technical and Scientific Products	2,511	\$50,900
Maintenance and Repair Workers, General	1,955	\$32,740
Truck Drivers, Heavy and Tractor-Trailer	1,829	\$38,440
Operating Engineers and Other Construction Equipment Operators	845	\$44,800
Sales Representatives, Services, All Other	521	\$52,860
Cement Masons and Concrete Finishers	487	\$39,840
Sales Reps, Whlse & Manu, Technical and Scientific Products	469	\$59,180
Advertising Sales Agents	402	\$46,710

Next	Openings	Average Wage
Registered Nurses	4,539	\$52,570
Carpenters	2,430	\$39,490
Police and Sheriff's Patrol Officers	1,005	\$41,750
Fire Fighters	965	\$35,560
Paralegals and Legal Assistants	885	\$39,500
Managers, All Other	823	\$85,440
First-Line Supers/Mgrs of Const Trades and Extraction Workers	723	\$57,200
Radiologic Technologists and Technicians	478	\$46,380

Later	Openings	Average Wage
Computer Software Engineers, Applications	2,128	\$71,260
Business Operations Specialists, All Other	1,940	\$59,590
Computer Systems Analysts	1,581	\$68,210
Lawyers	1,319	\$106,850
Management Analysts	1,012	\$67,980
Network Systems and Data Communications Analysts	839	\$57,650
Computer and Information Systems Managers	768	\$93,570
Computer Software Engineers, Systems Software	730	\$71,370

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# 2004-2014 Career Grades Northeast Region

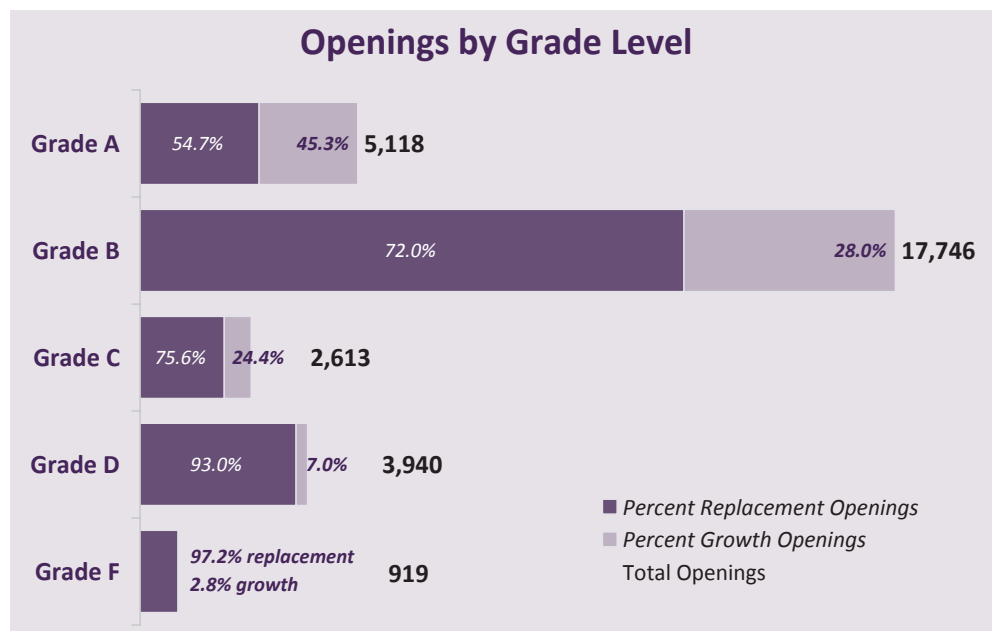
Employment in the Northeast Region totaled just over 90,000 in 2004 and is projected to increase by 7.4 percent by 2014. This is below the state projected growth rate of 8.5 percent.

The Northeast Region is projected to have more than 90,000 total job openings between 2004 and 2014, with 27.1 percent classified as growth openings. Job openings are identified as "Growth" or "Replacement" openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. Around 14,300 in the Northeast Region were employed in Grade A occupations in 2004, making up 15.9 percent of the region's employment. There are just over 5,000 projected Grade A openings in the Northeast Region, with 45.3 percent classified as growth openings.

Grade B careers make up 54.3 percent of the Northeast Region's employment. These careers are projected to have the most openings in the region from 2004 to 2014, with 28 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 29.8 percent of employment in the Northeast Region. These careers have the fewest projected openings in 2004 to 2014, most of which are replacement openings.



# Good Outlook Careers

## Northeast Region

Now	Openings	Average Wage
Truck Drivers, Heavy and Tractor-Trailer	449	\$33,830
Sales Reps, Whlse & Manu, Except Technical and Scientific Products	245	\$35,890
Operating Engineers and Other Construction Equipment Operators	244	\$37,670
Cement Masons and Concrete Finishers	104	\$27,530
Dental Assistants	100	\$29,170
Bill and Account Collectors	97	\$23,960
Sales Reps, Whlse & Manu, Technical and Scientific Products	50	\$50,920
Sales Representatives, Services, All Other	36	\$34,880

Next	Openings	Average Wage
Registered Nurses	570	\$40,000
Carpenters	387	\$35,320
Licensed Practical and Licensed Vocational Nurses	324	\$26,920
First-Line Supers/Mgrs of Const Trades and Extraction Workers	89	\$55,150
Structural Iron and Steel Workers	70	\$47,030
Plumbers, Pipefitters, and Steamfitters	53	\$37,690
Cost Estimators	50	\$40,830
Radiologic Technologists and Technicians	39	\$39,530

Later	Openings	Average Wage
Accountants and Auditors	285	\$42,670
General and Operations Managers	254	\$81,360
Insurance Sales Agents	105	\$41,880
Special Education Teachers; Pre-K, Kindergarten, and Elem. School	184	\$31,160
Chief Executives	96	\$90,110
Lawyers	66	\$94,570
Computer Software Engineers, Applications	50	\$45,840
Network and Computer Systems Administrators	37	\$49,950

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# 2004-2014 Career Grades Northwest Region

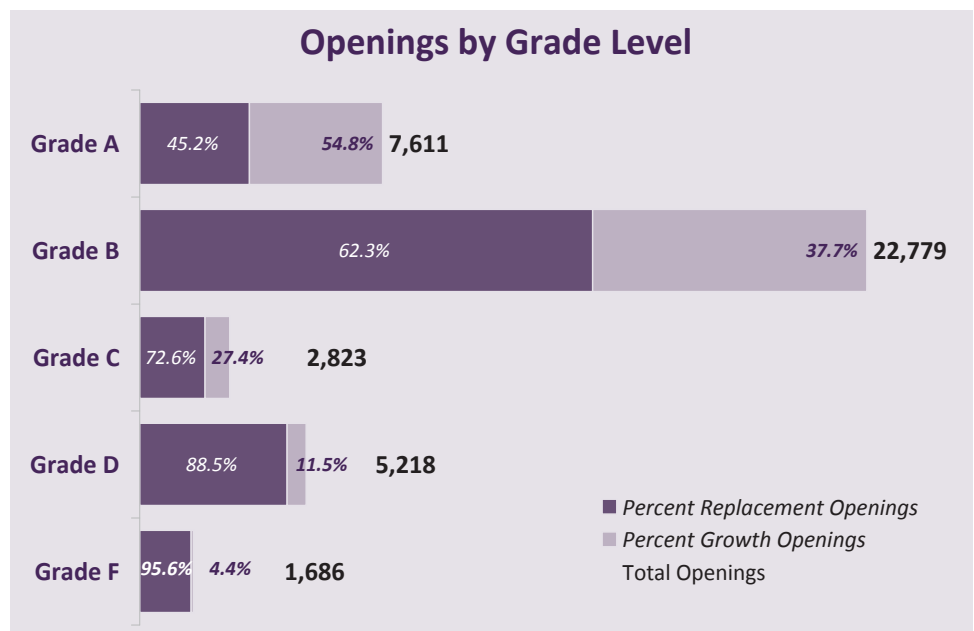
Employment in the Northwest Region totaled nearly 106,000 in 2004 and is projected to increase by 12.2 percent by 2014. This is above the state projected growth rate of 8.5 percent.

The Northwest Region is projected to have more than 40,000 total job openings between 2004 and 2014, with 35.4 percent classified as growth openings. Job openings are identified as "Growth" or "Replacement" openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. More than 17,000 in the Northwest Region were employed in Grade A occupations in 2004, making up 16.2 percent of the region's employment. There are 7,611 projected Grade A openings in the Northwest Region, with more than half classified as growth openings.

Grade B careers make up 53.5 percent of the Northwest Region's employment. These careers are projected to have the most openings in the region from 2004 to 2014, with 37.7 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 30.2 percent of employment in the Northwest Region. These careers have the fewest projected openings in 2004 to 2014, most of which are replacement openings.



# Good Outlook Careers

## Northwest Region

Now	Openings	Average Wage
Bill and Account Collectors	648	\$27,750
Sales Reps, Whlse & Manu, Except Technical and Scientific Products	478	\$42,530
Maintenance and Repair Workers, General	445	\$32,110
Customer Service Representatives	291	\$24,120
Highway Maintenance Workers	155	\$26,340
Dental Assistants	140	\$31,240
Packaging and Filling Machine Operators and Tenders	139	\$28,610
Food Batchmakers	129	\$26,860

Next	Openings	Average Wage
Registered Nurses	897	\$45,280
First-Line Supervisors/Mgrs of Office and Admin Support Workers	275	\$38,910
First-Line Supervisors/Mgrs of Production and Operating Workers	202	\$42,220
Preschool Teachers, Except Special Education	167	\$26,990
Bus and Truck Mechanics and Diesel Engine Specialists	130	\$31,580
Fire Fighters	99	\$30,080
First-Line Supervisors/Mgrs of Mechanics, Installers, and Repairers	97	\$46,230
Claims Adjusters, Examiners, and Investigators	55	\$39,540

Later	Openings	Average Wage
Insurance Sales Agents	410	\$44,590
General and Operations Managers	310	\$79,250
Accountants and Auditors	254	\$44,330
Chief Executives	119	\$105,550
Child, Family, and School Social Workers	116	\$31,290
Computer Systems Analysts	86	\$56,680
Chemists	66	\$62,870
Pharmacists	58	\$87,020

*Career Grades are designed to assist in choosing which careers have the best outlook in terms of having good growth, a large number of annual openings, and an above average salary. For each of these three factors, an occupation's projected performance is compared to the average for the state or region being analyzed. The degree to which an occupation is above or below the average for the three factors is used to determine its grade. Grades are available for Missouri and the state's 10 WIAs. Grades assigned in each region are determined by comparing only the occupations within that geographic region.*

*The Now/Next/Later categories describe the most significant level of postsecondary education or training for a particular occupation based on national trends. The occupations on this page were sorted by education and training level, overall career grade and the number of total openings. All occupations on this page are Grade A or Grade B.*



# 2004-2014 Career Grades

## Ozark Region

Employment in the Ozark Region totaled nearly 230,000 in 2004 and is projected to increase by 15.6 percent by 2014. This is above the state projected growth rate of 8.5 percent.

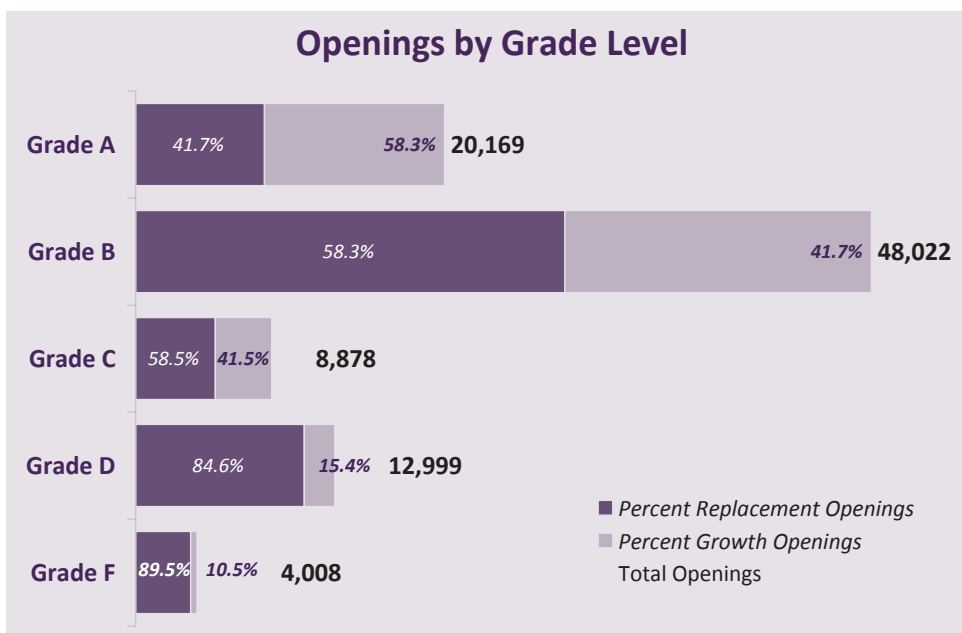
The Ozark Region is projected to have more than 94,000 total job openings between 2004 and 2014, with 40.3 percent classified as growth openings. Job openings are identified as “Growth” or “Replacement” openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. More than 41,000 in the Ozark Region were employed in Grade A occupations in 2004, making up 18.1 percent of the region's employment. There are 20,169 projected Grade A openings in the Ozark Region, with 58.3 percent classified as growth openings.

Grade B careers make up 47.8 percent of the Ozark Region's employment. These careers are projected to have the most openings in the region from 2004 to 2014, with 41.7 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 34.1 percent of employment in the Ozark Region. These careers

have the fewest projected openings in 2004 to 2014. Grade D and Grade F openings are mostly replacement openings, while Grade C openings are more evenly split.



# Good Outlook Careers

## Ozark Region

Now	Openings	Average Wage
Truck Drivers, Heavy and Tractor-Trailer	1,666	\$34,740
Customer Service Representatives	1,402	\$25,840
Sales Reps, Whlse & Manu, Except Technical and Scientific Products	1,121	\$46,460
Bill and Account Collectors	532	\$25,020
Dental Assistants	415	\$25,850
Operating Engineers and Other Construction Equipment Operators	336	\$35,870
Sales Reps, Whlse & Manu, Technical and Scientific Products	278	\$52,410
Postal Service Mail Carriers	261	\$42,060

Next	Openings	Average Wage
First-Line Supers/Mgrs of Office and Admin Support Workers	625	\$37,310
Police and Sheriff's Patrol Officers	474	\$33,680
Real Estate Sales Agents	343	\$45,750
Bus and Truck Mechanics and Diesel Engine Specialists	329	\$31,080
Radiologic Technologists and Technicians	254	\$39,940
Real Estate Brokers	246	\$57,400
First-Line Superrs/Mgrs of Const Trades and Extraction Workers	240	\$49,840
Computer Support Specialists	223	\$36,740

Later	Openings	Average Wage
Insurance Sales Agents	767	\$52,630
General and Operations Managers	738	\$83,040
Accountants and Auditors	669	\$48,510
Secondary School Teachers, Except Special and Vocational Edu	523	\$36,990
Clergy	348	\$38,180
Loan Officers	299	\$48,750
Chief Executives	284	\$114,080
Computer Software Engineers, Applications	219	\$56,030

*Career Grades are designed to assist in choosing which careers have the best outlook in terms of having good growth, a large number of annual openings, and an above average salary. For each of these three factors, an occupation's projected performance is compared to the average for the state or region being analyzed. The degree to which an occupation is above or below the average for the three factors is used to determine its grade. Grades are available for Missouri and the state's 10 WIAs. Grades assigned in each region are determined by comparing only the occupations within that geographic region.*

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# 2004-2014 Career Grades South Central Region

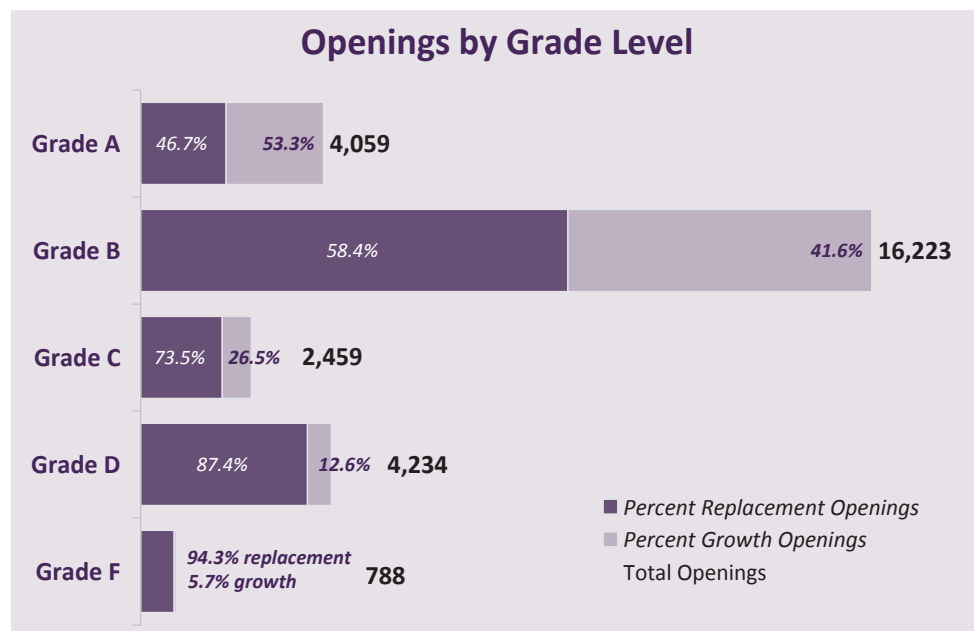
Employment in the South Central Region totaled nearly 72,000 in 2004 and is projected to increase by 12.6 percent by 2014. This is above the state projected growth rate of 8.5 percent.

The South Central Region is projected to have more than 27,000 total job openings between 2004 and 2014, with 36.5 percent classified as growth openings. Job openings are identified as "Growth" or "Replacement" openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. More than 9,000 in the South Central Region were employed in Grade A occupations in 2004, making up 12.8 percent of the region's employment. There are 4,059 projected Grade A openings in the South Central Region, with 53.3 percent classified as growth openings.

Grade B careers make up 54.2 percent of the South Central Region's employment. These careers are projected to have the most openings in the region from 2004 to 2014, with 41.6 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 33.1 percent of employment in the South Central Region. Most job openings in these careers are classified as replacement openings.



# Good Outlook Careers

## South Central Region

Now	Openings	Average Wage
Truck Drivers, Heavy and Tractor-Trailer	436	\$26,620
Maintenance and Repair Workers, General	252	\$27,100
Sales Reps, Whlse & Manu, Except Technical and Scientific Products	238	\$38,970
Industrial Truck and Tractor Operators	165	\$21,040
Customer Service Representatives	148	\$23,340
Operating Engineers and Other Construction Equipment Operators	130	\$30,810
Executive Secretaries and Administrative Assistants	129	\$28,010
Truck Drivers, Light or Delivery Services	123	\$27,460

Next	Openings	Average Wage
Registered Nurses	576	\$46,680
Carpenters	272	\$26,920
First-Line Supers/Mgrs of Production and Operating Workers	182	\$35,460
First-Line Supers/Mgrs of Office and Admin Support Workers	158	\$32,620
Preschool Teachers, Except Special Education	97	\$21,380
Computer Support Specialists	95	\$24,320
Emergency Medical Technicians and Paramedics	83	\$22,240
Cost Estimators	27	\$38,630

Later	Openings	Average Wage
Secondary School Teachers, Except Special and Vocational Edu	386	\$34,170
General and Operations Managers	227	\$67,070
Accountants and Auditors	185	\$46,040
Middle School Teachers, Except Special and Vocational Edu	97	\$41,010
Chief Executives	94	\$80,050
Special Education Teachers, Secondary School	82	\$33,820
Special Education Teachers, Pre-K, Kindergarten, and Elem School	77	\$34,630
Employment, Recruitment, and Placement Specialists	75	\$26,570

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# 2004-2014 Career Grades Southeast Region

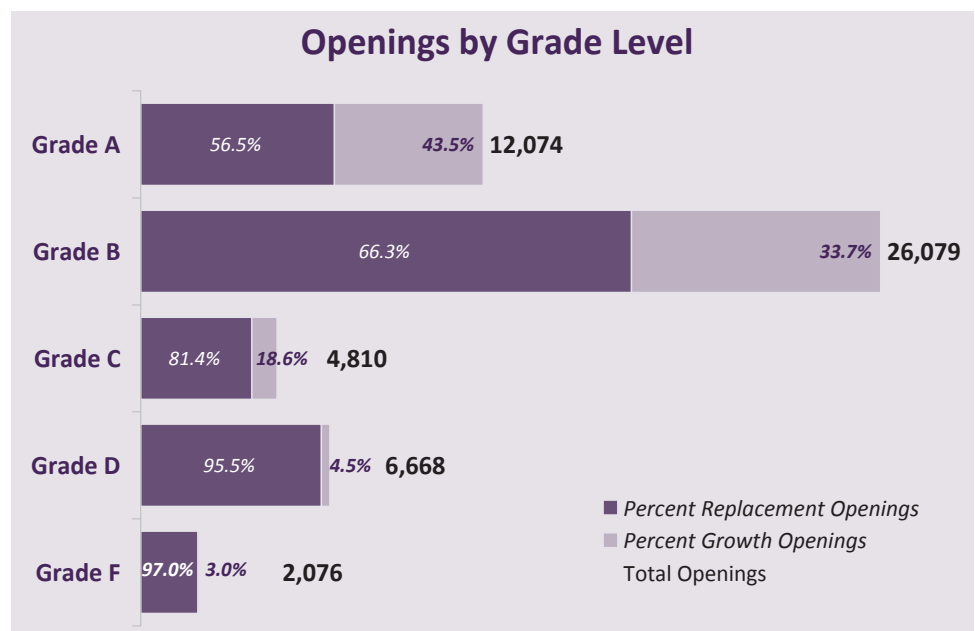
Employment in the Southeast Region was just over 150,000 in 2004 and is projected to increase by 8.4 percent by 2014. This is inline with the state projected growth rate of 8.5 percent.

The Southeast Region is projected to have more than 51,000 total job openings between 2004 and 2014, with 29.6 percent classified as growth openings. Job openings are identified as "Growth" or "Replacement" openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. Nearly 30,000 in the Southeast Region were employed in Grade A occupations in 2004, making up 20 percent of the region's employment. There are 12,074 projected Grade A openings in the Southeast Region, with 43.5 percent classified as growth openings.

Grade B careers make up 48.7 percent of the Southeast Region's employment. These careers are projected to have the most openings in the region from 2004 to 2014, with 33.7 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 31.3 percent of employment in the Southeast Region. These careers have the fewest projected openings in 2004 to 2014, most of which are replacement openings.





# Good Outlook Careers

## Southeast Region

Now	Openings	Average Wage
Retail Salespersons	2,512	\$23,090
Truck Drivers, Heavy and Tractor-Trailer	1,095	\$35,760
Sales Reps, Whlse & Manu, Except Technical and Scientific Products	620	\$41,370
Operating Engineers and Other Construction Equipment Operators	309	\$45,050
Customer Service Representatives	300	\$22,510
Counter and Rental Clerks	297	\$23,430
Food Batchmakers	291	\$23,350
Driver/Sales Workers	216	\$22,650

Next	Openings	Average Wage
Registered Nurses	1,383	\$44,820
First-Line Supers/Mgrs of Production and Operating Workers	294	\$37,770
First-Line Supers/Mgrs of Office and Admin Support Workers	280	\$35,560
Bus and Truck Mechanics and Diesel Engine Specialists	159	\$29,110
First-Line Supers/Mgrs of Personal Service Workers	147	\$26,370
First-Line Supers/Mgrs of Mechanics, Installers, and Repairers	128	\$48,430
Radiologic Technologists and Technicians	84	\$39,150
First-Line Supers/Mgrs of Trans & Material-Moving Machine Opers	84	\$43,960

Later	Openings	Average Wage
General and Operations Managers	448	\$74,970
Accountants and Auditors	284	\$45,140
Insurance Sales Agents	236	\$41,540
Child, Family, and School Social Workers	189	\$29,460
Chief Executives	173	\$106,880
Employment, Recruitment, and Placement Specialists	143	\$26,970
Special Education Teachers, Pre-K, Kindergarten, and Elem School	97	\$36,090
Medical and Health Services Managers	89	\$62,720

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# 2004-2014 Career Grades Southwest Region

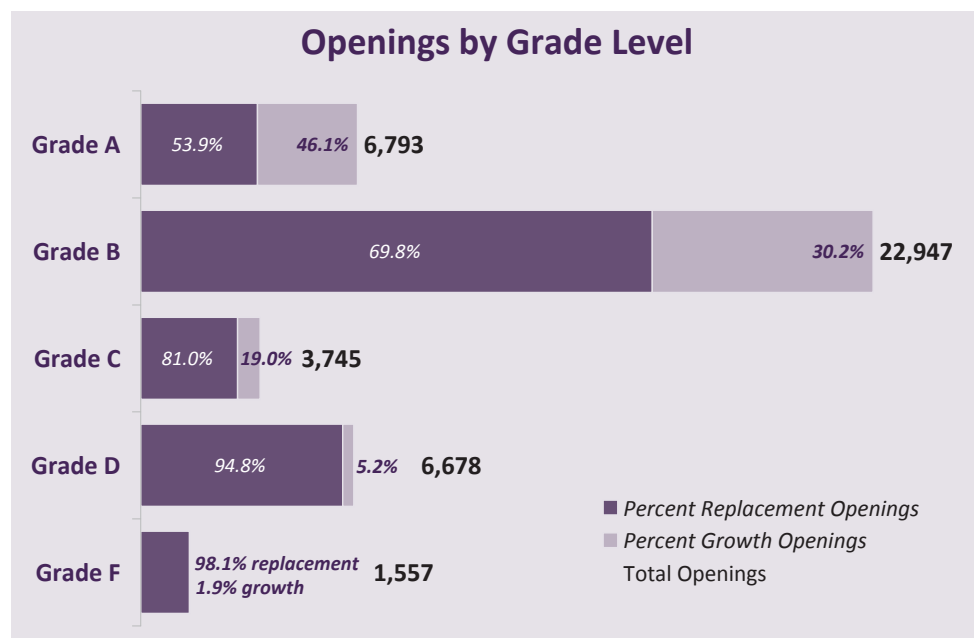
Employment in the Southwest Region totaled nearly 125,000 in 2004 and is projected to increase by 7.3 percent by 2014. This is below the state projected growth rate of 8.5 percent.

The Southwest Region is projected to have more than 41,000 total job openings between 2004 and 2014, with 26.7 percent classified as growth openings. Job openings are identified as "Growth" or "Replacement" openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. Nearly 20,000 in the Southwest Region were employed in Grade A occupations in 2004, making up 15.7 percent of the region's employment. There are 6,793 projected Grade A openings in the Southeast Region, with 46.1 percent classified as growth openings.

Grade B careers make up 50.9 percent of the Southwest Region's employment. These careers are projected to have the most openings in the region from 2004 to 2014, with 30.2 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 33.3 percent of employment in the Southwest Region. Most of the projected job openings in these careers are replacement openings.





# Good Outlook Careers

## Southwest Region

Now	Openings	Average Wage
Truck Drivers, Heavy and Tractor-Trailer	1,344	\$33,576
Sales Reps, Whlse & Manu, Except Technical and Scientific Products	500	\$41,272
Customer Service Representatives	324	\$23,223
Truck Drivers, Light or Delivery Services	214	\$23,379
Bill and Account Collectors	114	\$22,677
Printing Machine Operators	112	\$32,510
Dental Assistants	109	\$22,274
Sales Reps, Whlse & Manu, Technical and Scientific Products	108	\$75,592

Next	Openings	Average Wage
First-Line Supers/Mgrs of Production and Operating Workers	284	\$40,741
First-Line Supers/Mgrs of Office and Admin Support Workers	195	\$34,727
Bus and Truck Mechanics and Diesel Engine Specialists	127	\$28,119
Machinists	120	\$25,202
Fire Fighters	110	\$22,734
Radiologic Technologists and Technicians	85	\$37,052
Cost Estimators	74	\$36,615
First-Line Supers/Mgrs of Trans & Material-Moving Machine Opers	64	\$45,831

Later	Openings	Average Wage
General and Operations Managers	308	\$76,021
Insurance Sales Agents	268	\$55,716
Accountants and Auditors	258	\$62,682
Business Operations Specialists, All Other	73	\$45,855
Network Systems and Data Communications Analysts	67	\$46,906
Pharmacists	66	\$85,341
Network and Computer Systems Administrators	57	\$43,235
Computer Software Engineers, Applications	52	\$65,834

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# 2004-2014 Career Grades St. Louis Region

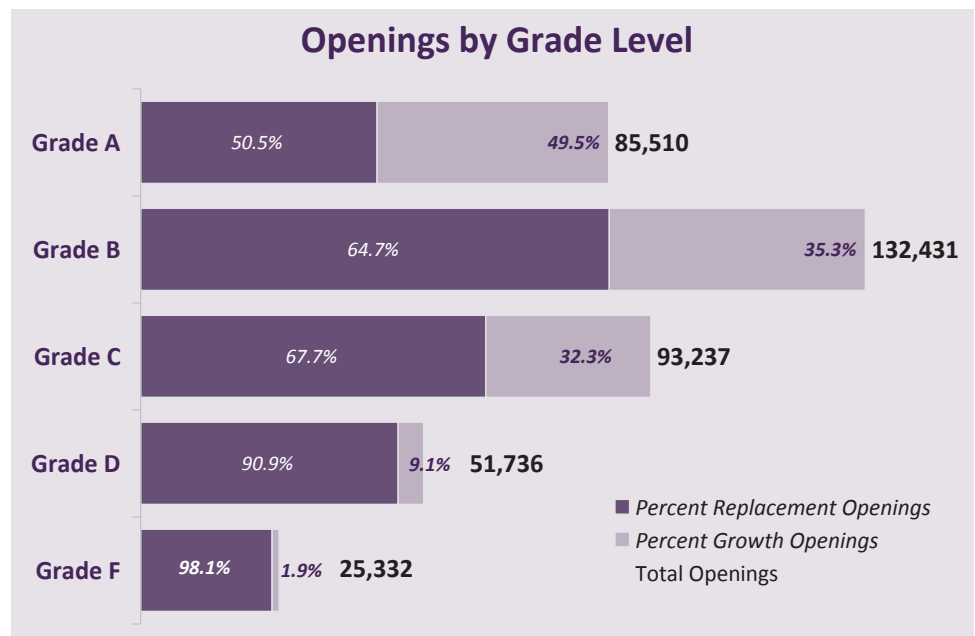
Employment in the St. Louis Region totaled over 1.1 million in 2004 and is projected to increase by 10.0 percent by 2014. This is above the state projected growth rate of 8.5 percent.

The St. Louis Region is projected to have more than 388,000 total job openings between 2004 and 2014, with 32.3 percent classified as growth openings. Job openings are identified as "Growth" or "Replacement" openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. Over 225,000 in the St. Louis Region were employed in Grade A occupations in 2004, making up 20.4 percent of the region's employment. There are 85,510 projected Grade A openings in the St. Louis Region, with 49.5 percent classified as growth openings.

Grade B careers make up 34.3 percent of the St. Louis Region's employment. These careers are projected to have the most openings in the region from 2004 to 2014, with 35.3 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 45.3 percent of employment in the St. Louis Region. Most of the projected job openings in these careers are replacement openings.



# Good Outlook Careers

## St. Louis Region

Now	Openings	Average Wage
Sales Reps, Whlse & Manu, Except Technical and Scientific Products	5,791	\$60,180
Truck Drivers, Heavy and Tractor-Trailer	3,296	\$40,370
Executive Secretaries and Administrative Assistants	3,291	\$38,440
Maintenance and Repair Workers, General	3,239	\$35,450
Construction Laborers	2,227	\$38,450
Sales Reps, Whlse & Manu, Technical and Scientific Products	1,755	\$67,990
Operating Engineers and Other Construction Equipment Operators	1,526	\$45,450
Sales Representatives, Services, All Other	879	\$52,710

Next	Openings	Average Wage
Registered Nurses	9,550	\$49,940
Carpenters	5,124	\$48,930
Licensed Practical and Licensed Vocational Nurses	2,287	\$34,660
Fire Fighters	1,640	\$49,060
Computer Support Specialists	1,183	\$40,320
Electricians	1,177	\$59,340
Plumbers, Pipefitters, and Steamfitters	1,098	\$56,770
First-Line Supers/Mgrs of Mechanics, Installers, and Repairers	865	\$56,760

Later	Openings	Average Wage
Accountants and Auditors	4,213	\$58,890
General and Operations Managers	3,696	\$95,370
Elementary School Teachers, Except Special Education	3,515	\$40,880
Computer Software Engineers, Applications	3,056	\$77,890
Business Operations Specialists, All Other	2,047	\$51,580
Network Systems and Data Communications Analysts	1,874	\$62,200
Computer Systems Analysts	1,803	\$67,380
Network and Computer Systems Administrators	1,691	\$59,260

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# 2004-2014 Career Grades West Central Region

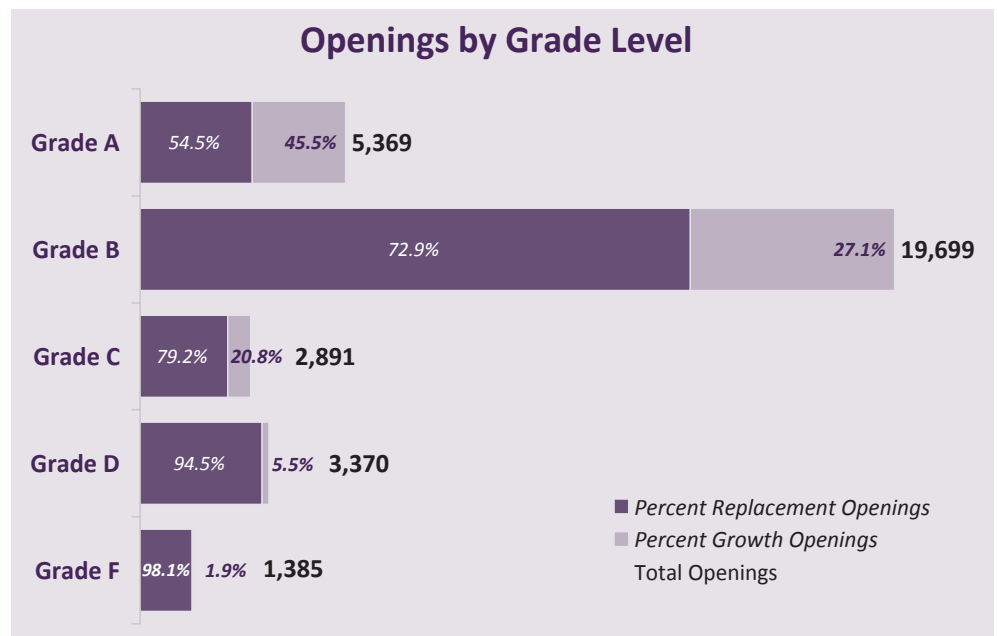
Employment in the West Central Region totaled nearly 98,000 in 2004 and is projected to increase by 7.2 percent by 2014. This is below the state projected growth rate of 8.5 percent.

The West Central Region is projected to have more than 32,000 total job openings between 2004 and 2014, with 26.3 percent classified as growth openings. Job openings are identified as "Growth" or "Replacement" openings. Growth openings are new jobs that are added to the economy, while replacement openings are vacancies created by worker mobility or retirements, but are not new jobs.

Grade A careers have the best outlook with above average growth rates, number of openings and average wages compared to all occupations in the region. Nearly 14,000 in the West Central Region were employed in Grade A occupations in 2004, making up 14.2 percent of the region's employment. There are 5,369 projected Grade A openings in the West Central Region, with 45.5 percent classified as growth openings.

Grade B careers make up 55.7 percent of the West Central Region's employment. These careers are projected to have the most openings in the region from 2004 to 2014, with 27.1 percent classified as growth openings.

Grade C, Grade D and Grade F careers combined account for 30.1 percent of employment in the West Central Region. Most of the projected job openings in these careers are replacement openings.



# Good Outlook Careers

## West Central Region

Now	Openings	Average Wage
Team Assemblers	630	\$25,190
Sales Reps, Whlse & Manu, Except Technical and Scientific Products	314	\$38,090
Customer Service Representatives	189	\$24,060
Operating Engineers and Other Construction Equipment Operators	186	\$31,330
Highway Maintenance Workers	152	\$24,140
Bill and Account Collectors	95	\$23,600
Sales Reps, Whlse & Manu, Technical and Scientific Products	51	\$49,770
Cement Masons and Concrete Finishers	49	\$40,700

Next	Openings	Average Wage
Registered Nurses	710	\$51,470
Welders, Cutters, Solderers, and Brazers	233	\$26,740
Police and Sheriff's Patrol Officers	197	\$27,560
First-Line Supers/Mgrs of Production and Operating Workers	170	\$43,260
First-Line Supers/Mgrs of Office and Admin Support Workers	157	\$36,460
Fire Fighters	119	\$25,880
Preschool Teachers, Except Special Education	93	\$24,290
Bus and Truck Mechanics and Diesel Engine Specialists	88	\$27,630

Later	Openings	Average Wage
General and Operations Managers	246	\$67,290
Accountants and Auditors	239	\$49,430
Special Education Teachers, Pre-K, Kindergarten, and Elem School	145	\$31,660
Chief Executives	100	\$80,500
Family and General Practitioners	52	\$158,820
Computer Software Engineers, Applications	46	\$52,700
Mechanical Engineers	45	\$69,990
Education Teachers, Postsecondary	43	\$52,910

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# Career Grade Methodology

The Career Grade Index equally weights three variables (average wages, total openings over the 10 year period, and % change over the 10 year period). It is the combination of scores for any of the three variables that defines an occupation's Career Grade. Order of scores within each possible combination is not specific.

Career Grade Index Key

Score	Value	Definition
2	Significantly Above Average	scored at least two standard deviations above mean
1	Above Average	scored between one and two standard deviations above mean
0	Average	scored between one standard deviation below and one standard deviation above mean
-1	Below Average	scored between one and two standard deviations below mean
-2	Significantly Below Average	scored at least two standard deviations below mean

Example - To be designated a Grade A+ an occupation can have a combination of the following scores:  
2, 2, 2 or 2, 2, 1 or 2, 1, 2 or 1, 2, 2

Career Grade Index

Career Grade	Possible Combinations of Scores		
Grade A+	2,2,2	2,2,1	
Grade A	2,1,1	1,1,1	
Grade A-	2,2,0	2,1,0	1,1,0
Grade B+	2,0,0	1,0,0	
Grade B	2,2,-1	2,1,-1	1,1,-2
Grade B-	2,0,-1		
Grade C+	2,2,-2	2,1,-2	1,1,-2
Grade C	0,0,0	1,0,-1	2,0,-2
Grade C-	1,0,-2		
Grade D+	-2,0,0	-1,0,0	
Grade D	2,-2,-2	2,-2,-1	2,-1,-1
Grade D-	1,-2,-2	1,-2,-1	1,-1,-1
Grade F+	-2,-2,0	-2,-1,0	-1,-1,0
Grade F	-2,-1,-1	-1,-1,-1	
Grade F-	-2,-2,-2	-2,-2,-1	

Career Grades were developed for the state and for each of the 10 sub-state regions in Missouri. For the statewide Career Grades, mean scores were developed from statewide average wages, % change, and total openings. For the regional Career Grades, mean scores were developed for each region's average wage, % change, and total openings. In other words, occupations in the South Central region of Missouri were not compared with occupations from the St. Louis region in the regional grading process.

